

Ethics Resource Center

City of San Diego

**Ethics Culture Survey
Report: Charts
Featuring Survey
Findings**

November 20, 2006



City of San Diego

Ethics Culture Survey Report: Charts Featuring Survey Findings

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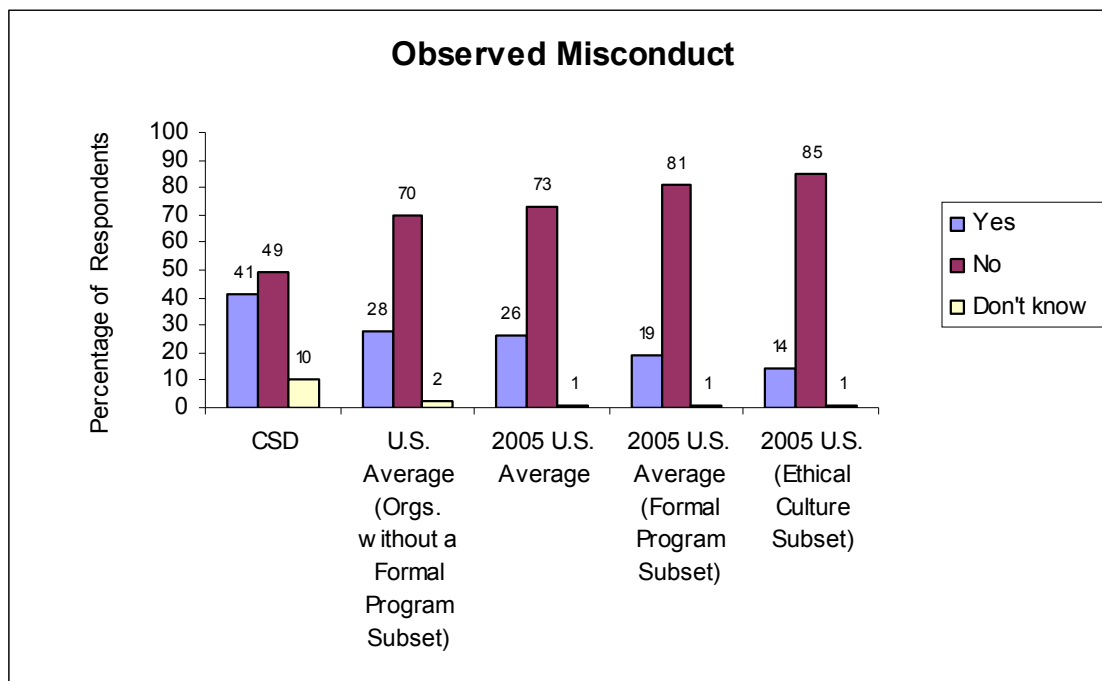
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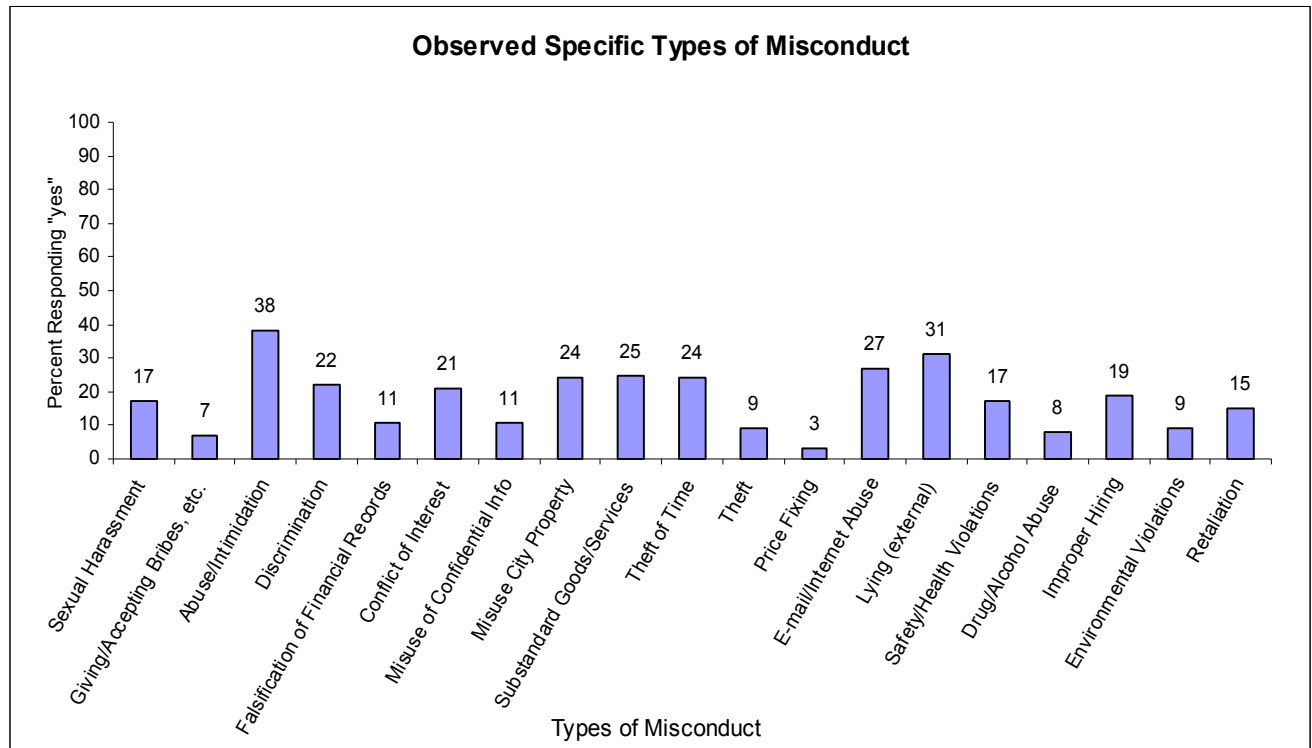
Observed Misconduct

“During the past 12 months did you personally observe conduct you thought violated the City of San Diego’s ethical policies and procedures, department policy, or the law?” (p. 22)



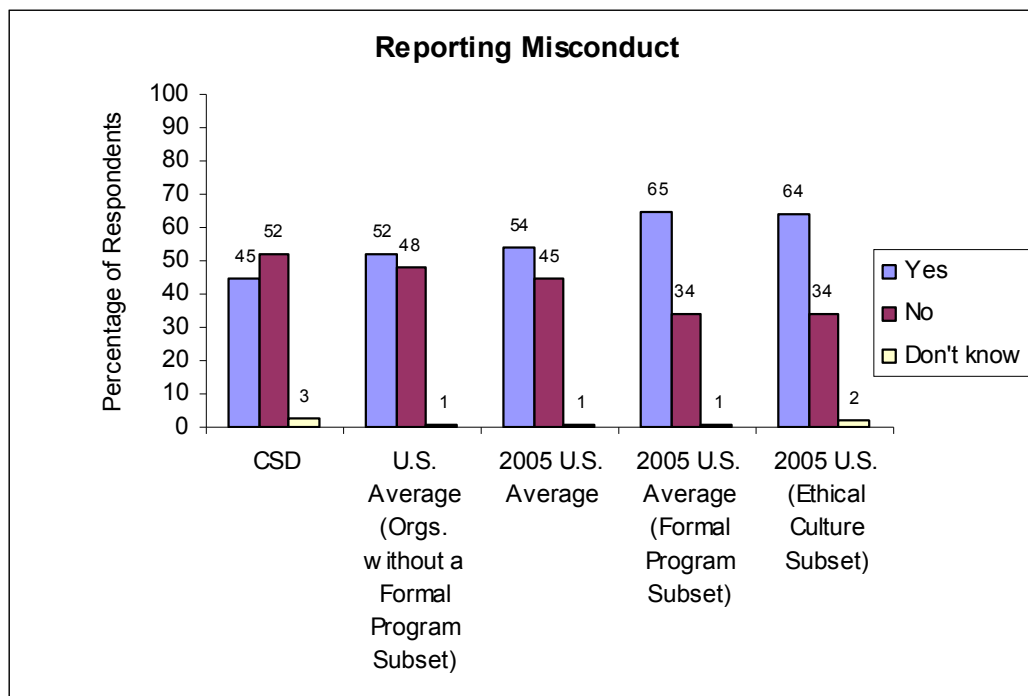
Observed Specific Types of Misconduct

“The following questions ask about several kinds of behavior. For each one, please tell us whether you have personally observed this behavior among the City of San Diego employees in the last 12 months.” (pp. 23-27)



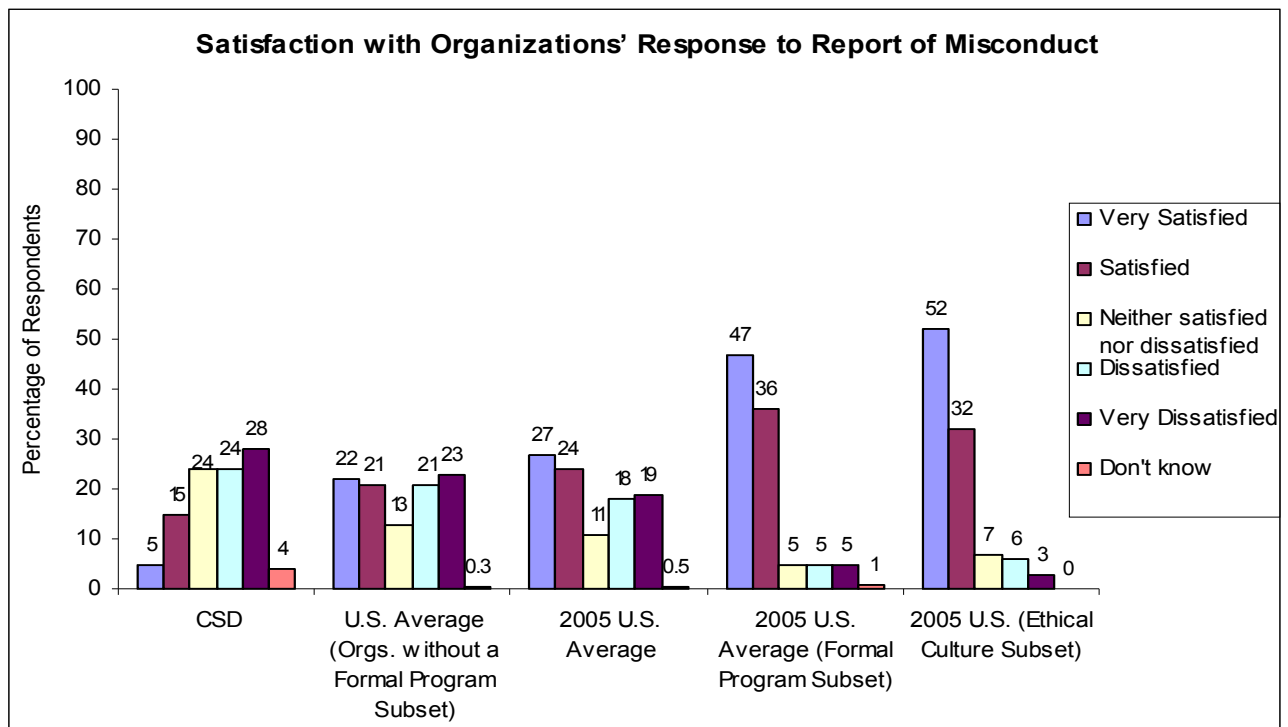
Reporting Misconduct

“Did you report your observation of misconduct to management or to another appropriate person?” (p. 28)



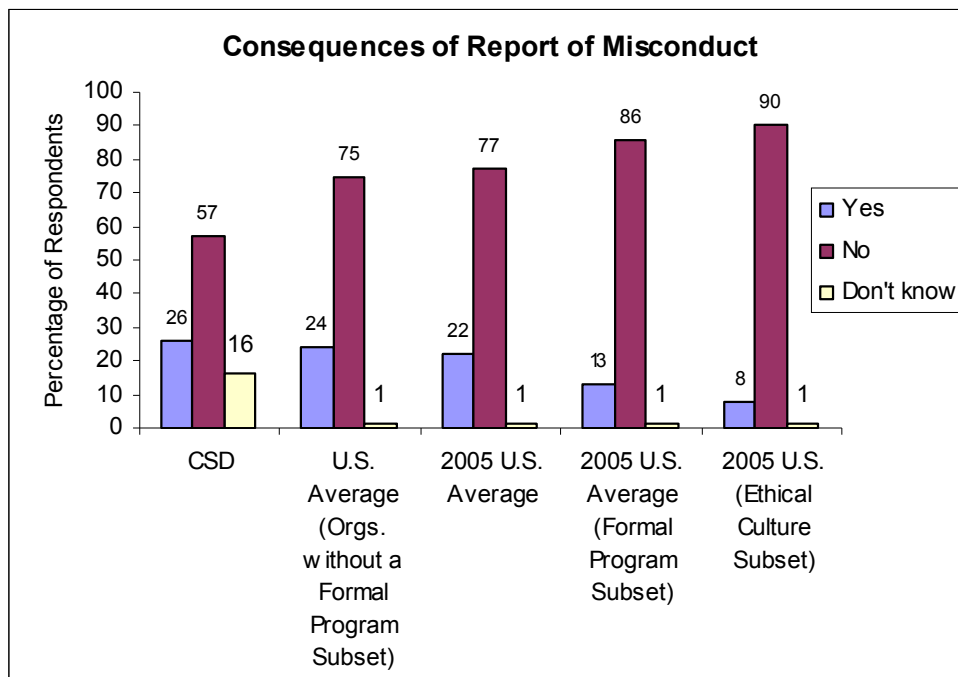
Satisfaction with Organizations' Response to Report of Misconduct

"Overall, how satisfied were you with the City of San Diego's response to your report of the behavior?" (p. 33)



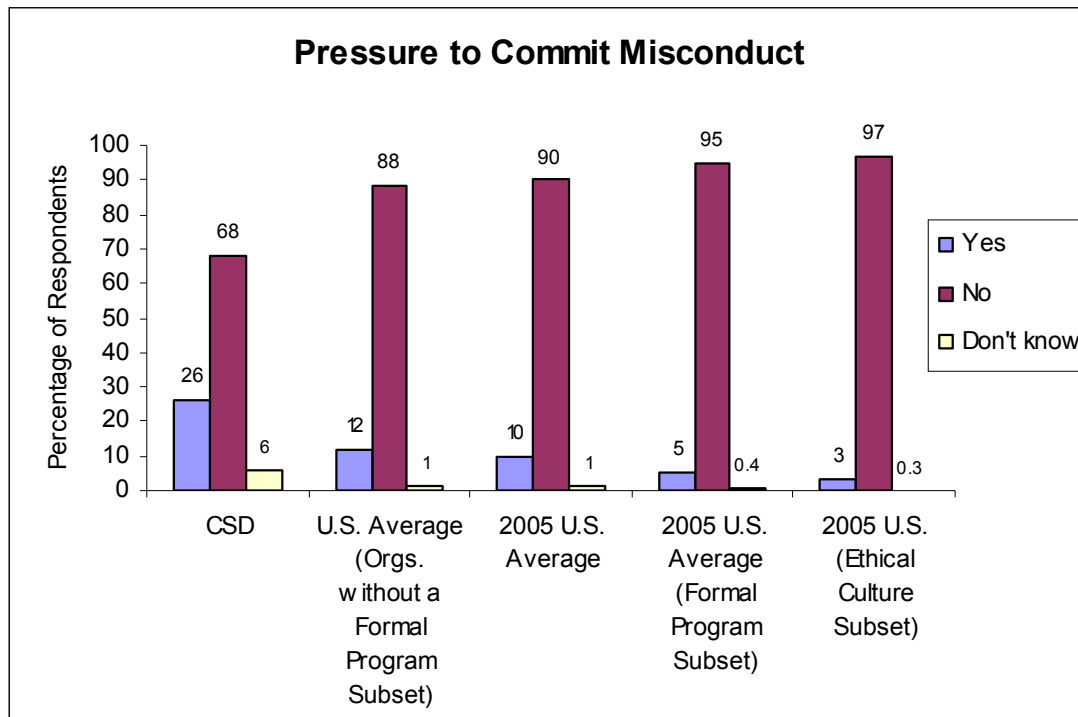
Consequences of Report of Misconduct

“Did you experience retaliation as a result of your report of misconduct?” (p. 33)



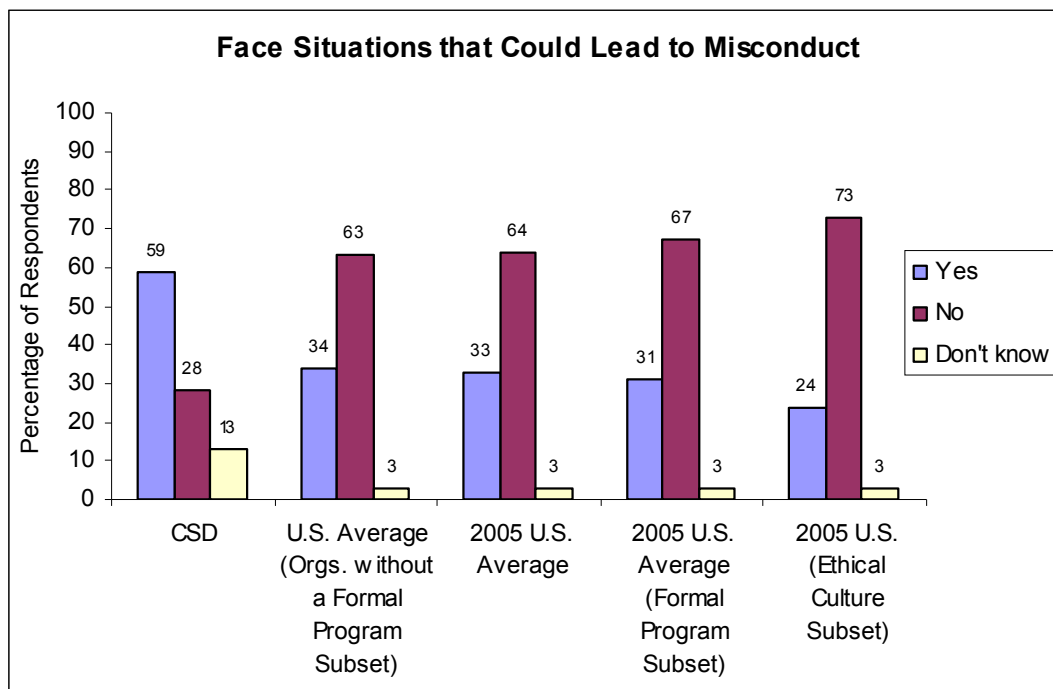
Pressure to Commit Misconduct

“Do you ever feel pressured by others to compromise the City of San Diego’s ethical policies and procedures, department policy or the law?” (p. 35)



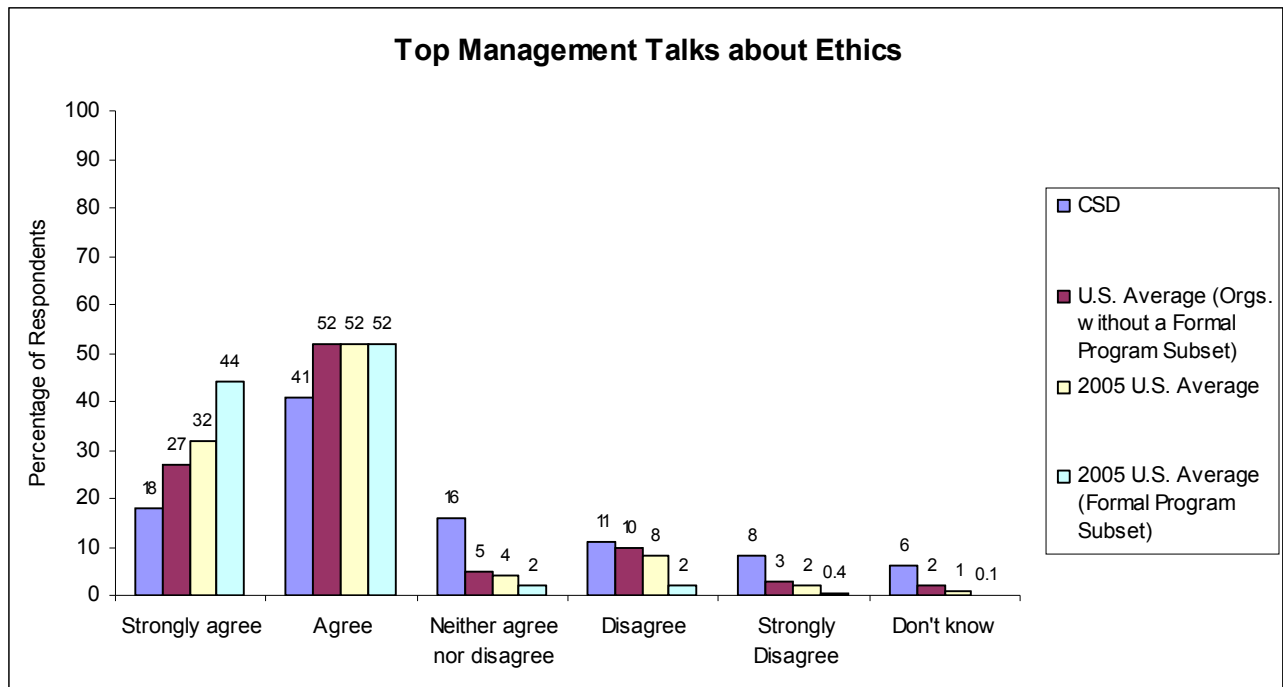
Risk

“Do you face situations in the work you do that could lead to violations of the city of San Diego’s ethical policies and procedures, department policy or the law?” (p. 37)



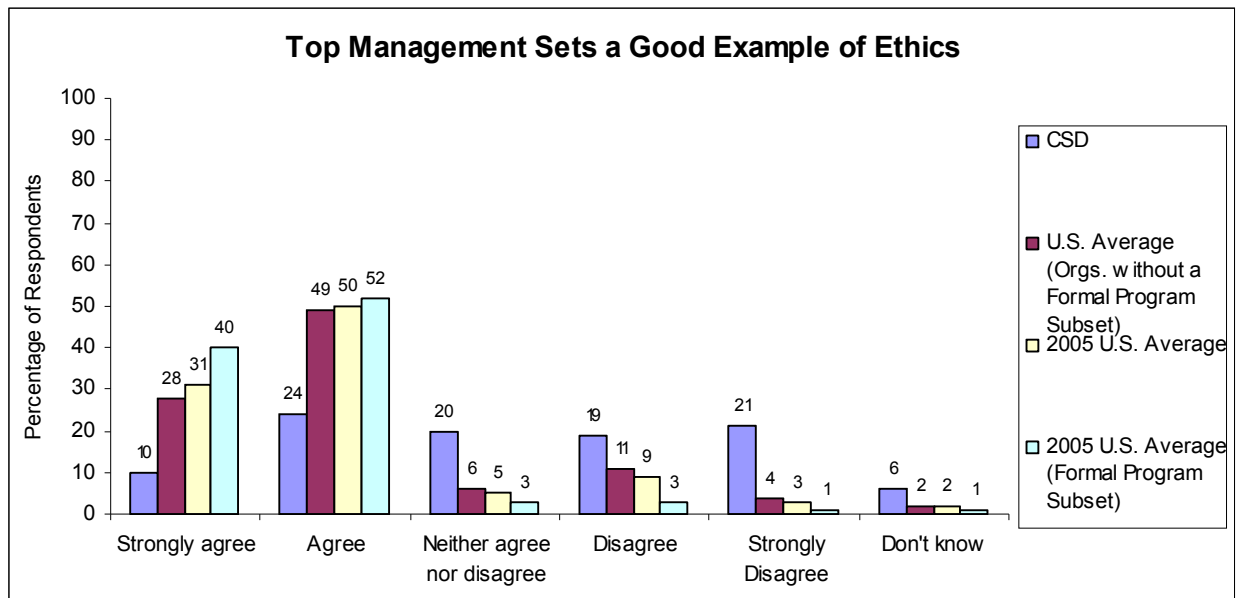
Ethics-related Actions of Top Management

“Top management talks about the importance of workplace ethics and doing the right thing in the work we do.” (p. 42)



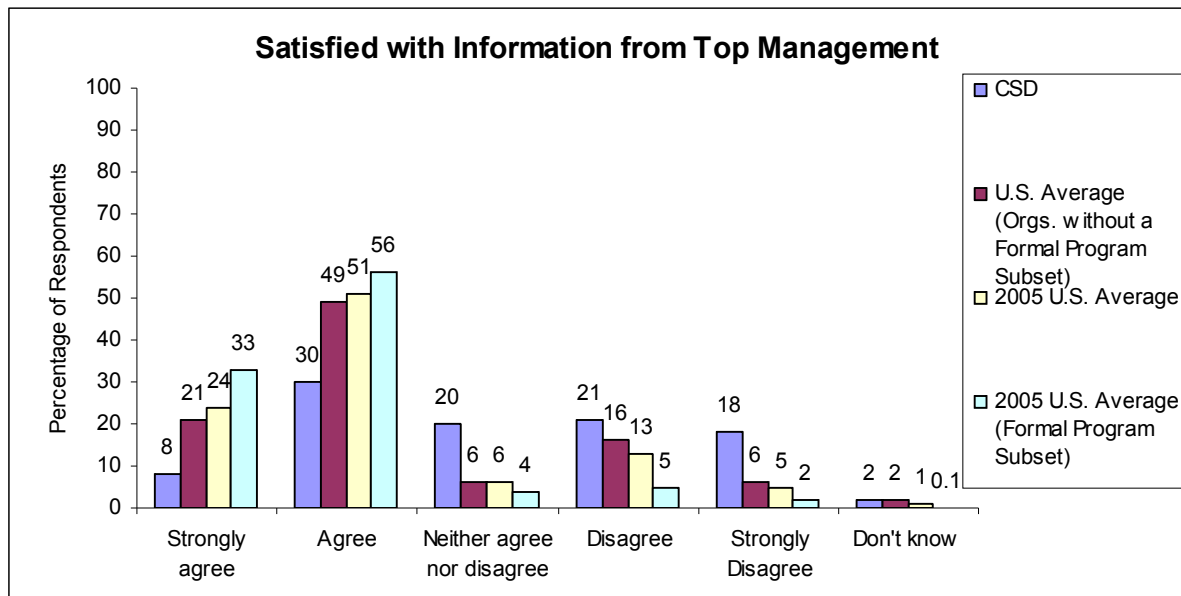
Ethics-Related Actions of Top Management

“Overall, top management sets a good example of ethical business conduct.” (p. 42)



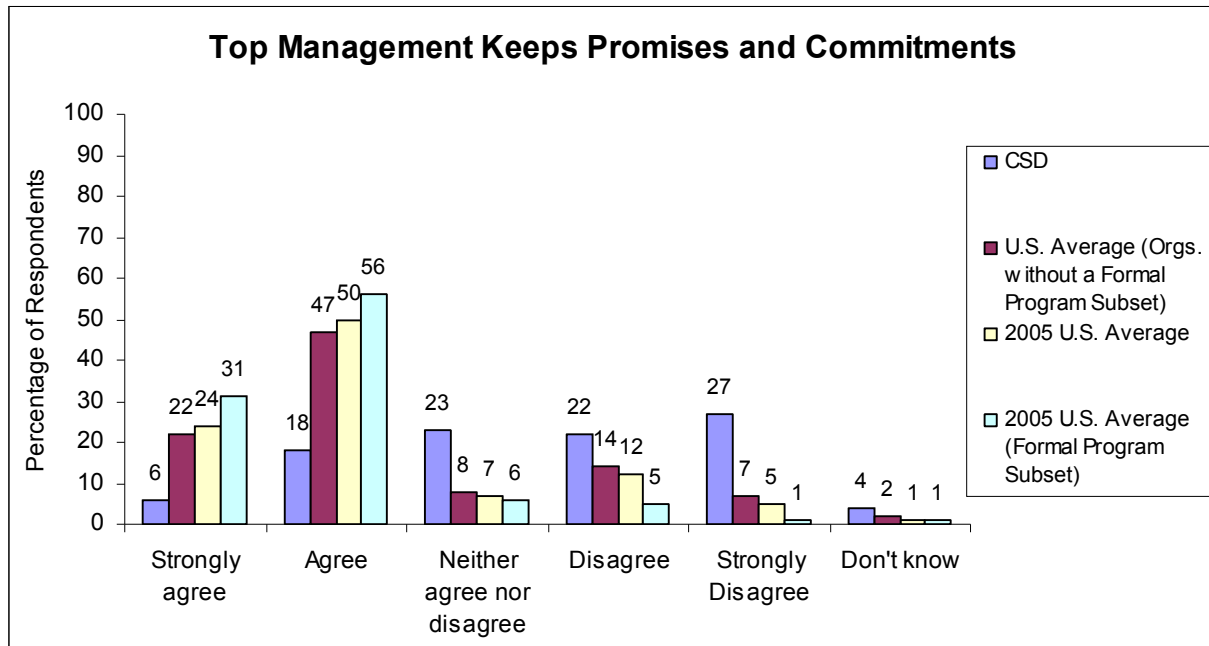
Ethics-related Actions of Top Management

"I am satisfied with the information I get from top management about what's going on in the City of San Diego." (p. 42)



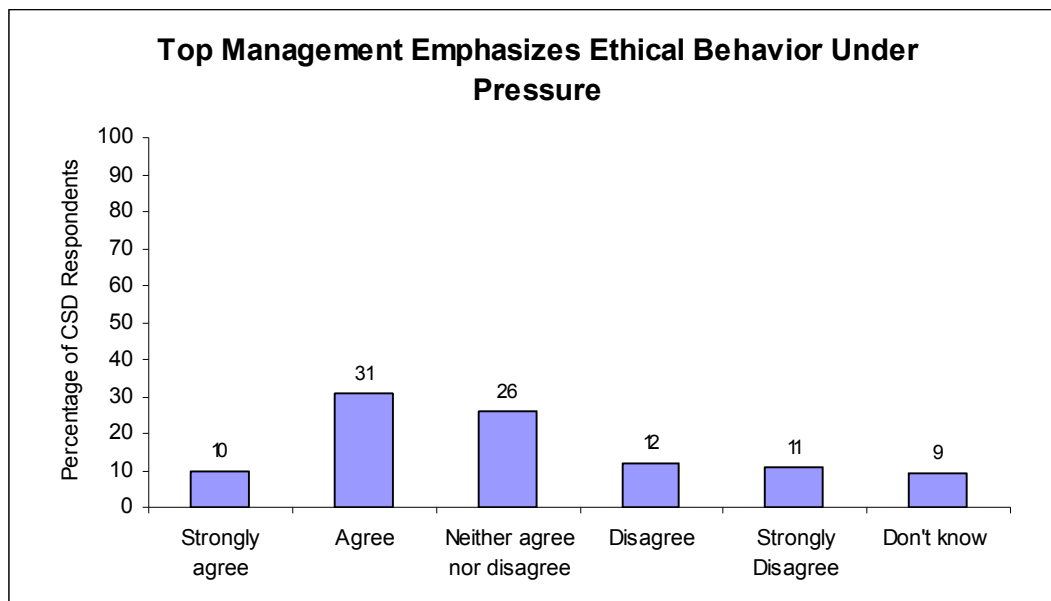
Ethics-related Actions of Top Management

"I trust that top management will keep their promises and commitments." (p. 43)



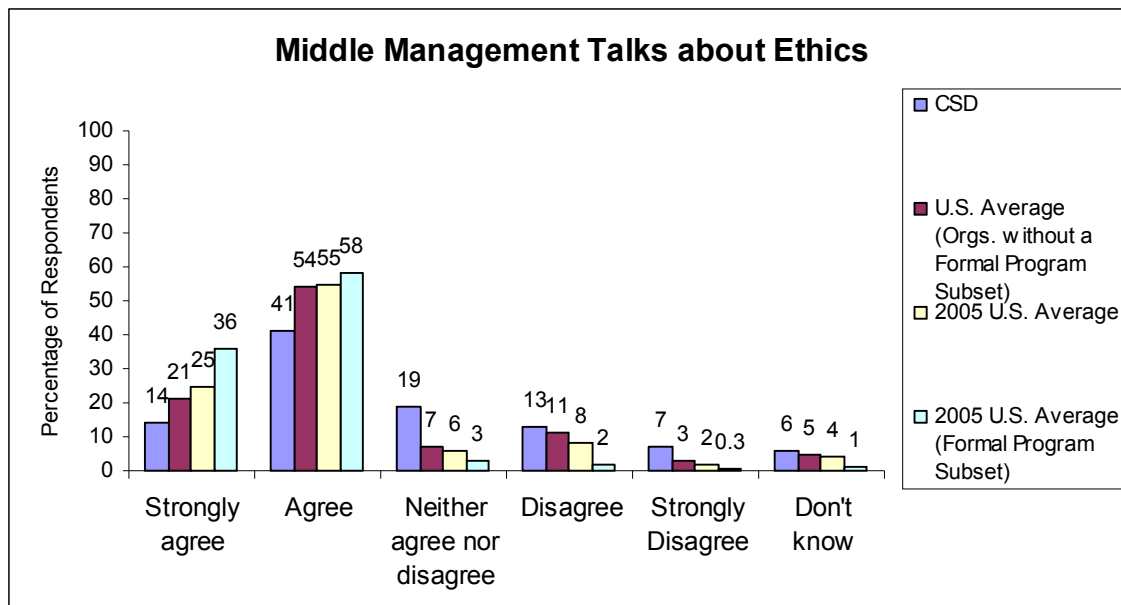
Ethics-related Actions of Top Management

“Top management emphasizes ethical behavior even when working under pressure.” (p. 43)



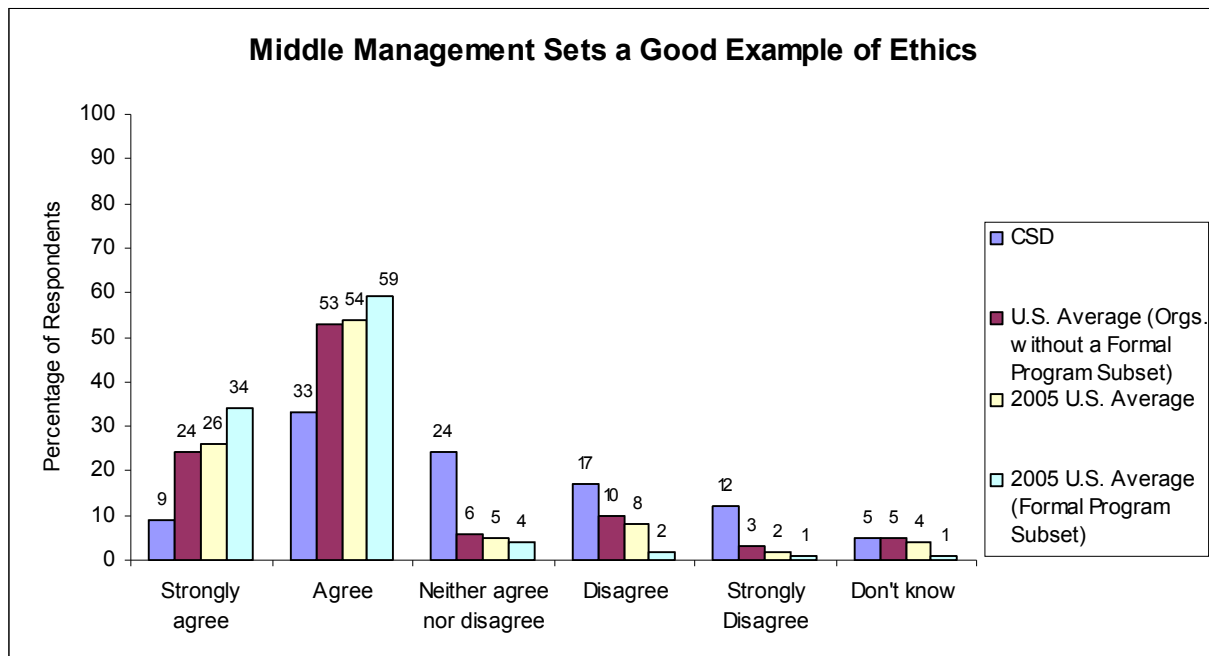
Ethics-related Actions of Middle Management

“Middle management talks about the importance of workplace ethics and doing the right thing in the work we do.” (p. 44)



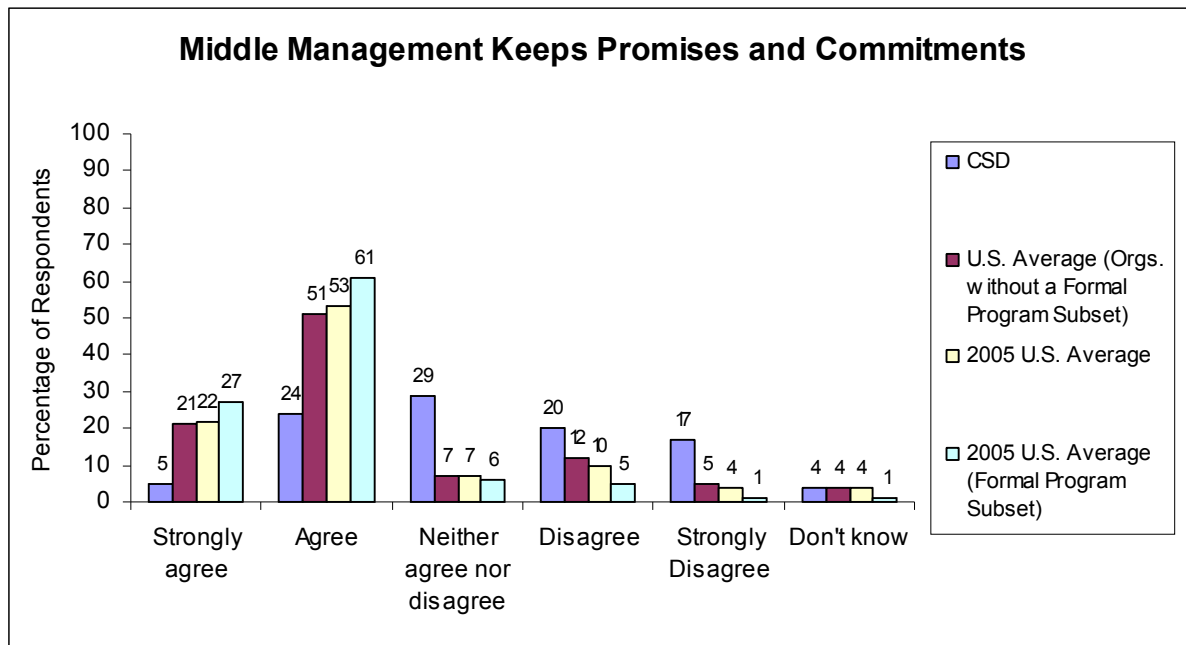
Ethics-related Actions of Middle Management

“Overall, middle management sets a good example of ethical business conduct.” (p. 44)



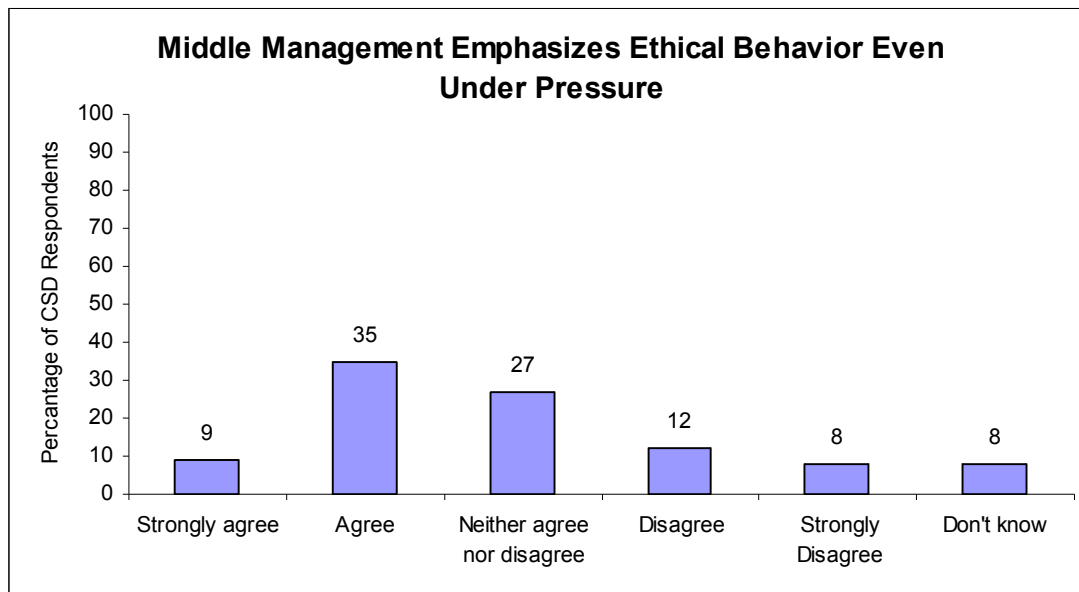
Ethics-related Actions of Middle Management

"I trust that middle management will keep their promises and commitments." (p. 44)



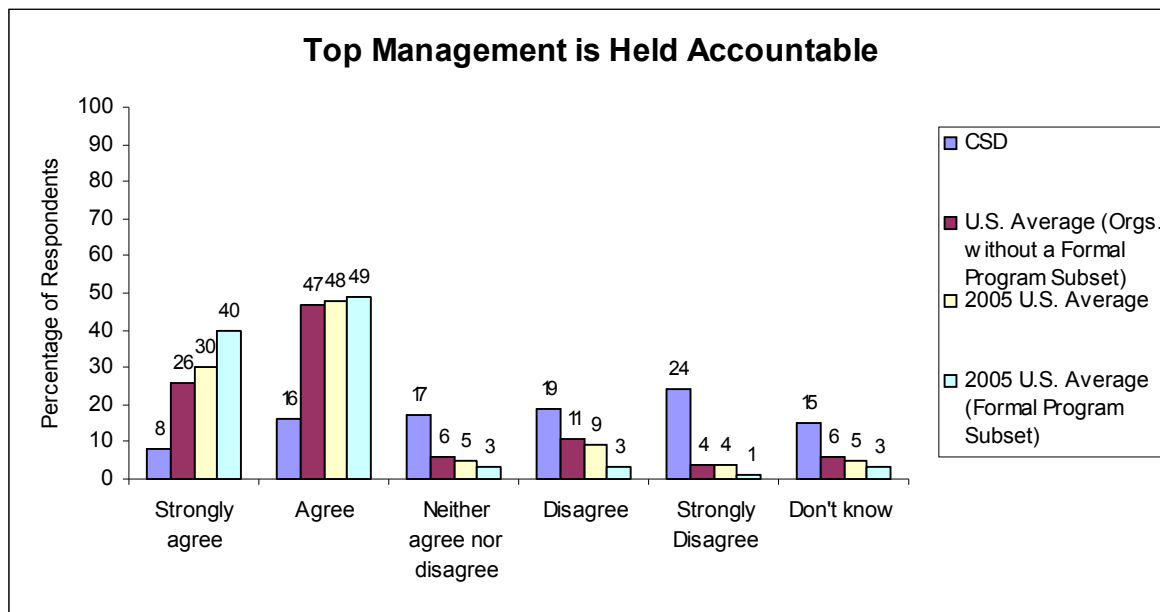
Ethics-related Actions of Middle Management

“Middle management emphasizes ethical behavior even when working under pressure.” (p. 45)



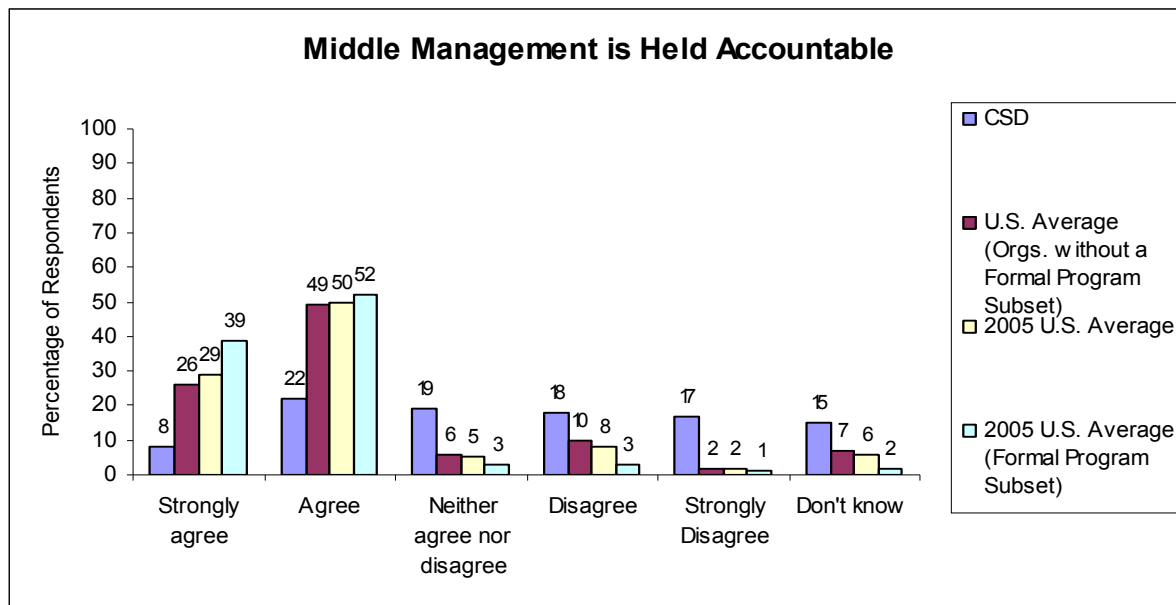
Accountability for Ethics Violations

“Top managers are held accountable if they are caught violating the City of San Diego’s ethical policies and procedures.” (p. 50)



Accountability for Ethics Violations

“Middle managers are held accountable if they are caught violating the City of San Diego’s ethical policies and procedures.” (p. 50)



Accountability for Ethics Violations

“Non-management employees are held accountable if they are caught violating the City of San Diego’s ethical policies and procedures.” (p. 50)

